



THE SECRETARY OF TRANSPORTATION  
WASHINGTON, D.C. 20590

**Equal Employment Opportunity Policy Statement  
2009**

The U.S. Department of Transportation will maintain a model Federal work environment that is free of discrimination. The Department will assure equal employment opportunity for employees and applicants for employment regardless of race, color, national origin, religion, sex, age (40 and over), disability, and sexual orientation.

I am committed to equal employment opportunity precepts and fostering an inclusive workforce that reflects America's diversity through effective outreach, recruitment, hiring, and employee development. Where they exist, the Department will eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate of employment in the workforce. All employees must have equal opportunity to work and advance based upon merit without bias or prejudice. The Department will maintain a work environment that is free of individual or institutional barriers of discrimination. Equal employment opportunity principles will govern all aspects of the Department's personnel policies, program practices, and operations. Managers and supervisors must ensure that employees are given equal opportunity for training and career development programs, promotion, awards and recognition and other benefits and privileges of employment.

The Department will enforce zero tolerance of discrimination in the workplace. Violations of the law prohibiting unlawful discrimination practices will result in appropriate disciplinary actions against offenders, up to and including dismissal. Employees who believe they have been subjected to unlawful discrimination, subjected to reprisal for opposing discrimination in the agency, or hindered from participating in the employment discrimination complaint process are encouraged to contact their Office of Civil Rights or the Departmental Office of Civil Rights.

I am committed to fostering a work environment free of unlawful discrimination. I expect that each employee will comply with equal employment opportunity principles in fulfilling the Department's mission.

Ray LaHood

A large, stylized handwritten signature of Ray LaHood is written over the printed name.